

UNIVERSITY OF ESWATINI
INSTITUTE OF DISTANCE EDUCATION
BACHELOR OF EDUCATION (ADULT EDUCATION) YEAR 1
FINAL EXAMINATION, MAY 2019

TITLE OF PAPER: INTRODUCTION TO ORGANIZATIONAL THEORY
AND MANAGEMENT II

COURSE CODE: AED 130

WEIGHT: 100 MARKS

TIME ALLOWED: THREE (3) HOURS

INSTRUCTIONS: ANSWER FOUR (4) QUESTIONS. ALL QUESTIONS
CARRY EQUAL MARKS

**THIS PAPER IS NOT TO BE OPENED UNTIL PERMISSION HAS BEEN
GRANTED BY THE INVIGILATOR**

QUESTION 1

- a) With the aid of an example, define organizational culture. **[5 marks]**
- b) Using an organization of your choice as an example, discuss cultural contexts and explain their effects on organizational productivity. **[20 marks]**

QUESTION 2

- a) Define the term 'gender inequality'. **[5 marks]**
- b) With the aid of examples, identify and discuss four (4) sources of gender inequality in organizations **[20 marks]**

QUESTION 3

- a) Explain the term 'motivation'. **[5 marks]**
- b) Describe how you can apply any one of the motivation theories to promote worker performance and productivity in your own organization or the organization of your choice. **[20 marks]**

QUESTION 4

- a) With the aid of an example, define conflict. **[5 marks]**
- b) Using an organization of your choice as an example, discuss four (4) methods/approaches to managing conflict. **[20 marks]**

QUESTION 5

- a) Explain the purpose of strategy in an organization. **[10 marks]**
- b) With the aid of examples, explain any three (3) types of strategies. **[15 marks]**

QUESTION 6

- a) Define strategic management. **[5 marks]**
- b) Using your own or an organization of your choice, discuss the purpose of the development of a strategic plan, according to Harvey (1982). **[20 marks]**

End of Paper